



**Fort Bragg Police Association**  
**P.O. Box 368**  
**Fort Bragg, CA 95437**

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**Side Letter Title:** CSO Donning and Doffing

**Related to:** ARTICLE 10-WORK SCHEDULES

**Association's interest:**

As it currently stands Community Service Officers (CSO's) are not allowed to take issued gear to their residence. It has become common practice that the CSO's have to come in approximately 15 minutes early and stay 15 minutes late to put on, necessary issued gear, and remove it, in order to be considered "on time" for their shift.

**The Association proposes the following language addition:**

The City will allow employees who hold the position of CSO to be allowed (15) fifteen minutes at the start of their shift to put on necessary OSHA approved gear, and (15) fifteen minutes prior to the end of their shift to remove the same gear. After June 10, 2019, if a CSO is held over past the end of their assigned shift, they shall be paid one and one half times (1.5) their regular rate of pay, for 15 minutes, in addition to hours worked past their regular scheduled shift.

This proposal will be effective from 06/01/2019 to 06/30/2019.

FOR THE CITY OF FORT BRAGG:

DATE: \_\_\_\_\_

\_\_\_\_\_  
TABATHA MILLER  
CITY MANAGER

DATE: \_\_\_\_\_

\_\_\_\_\_  
KEITH COLLINS  
CITY ATTORNEY

ATTEST:

\_\_\_\_\_  
JUNE LEMOS, CMC  
CITY CLERK

FOR THE FORT BRAGG POLICE  
ASSOCIATION, INC.:

DATE: \_\_\_\_\_

\_\_\_\_\_  
CHRIS AWAD  
PRESIDENT